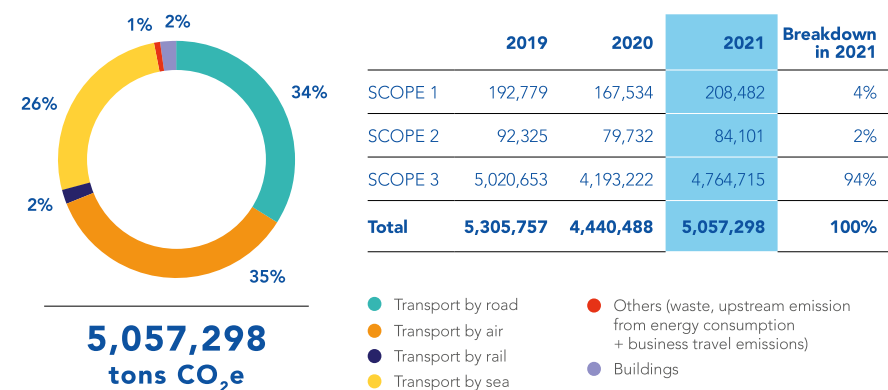


GEODIS' CO₂e EMISSIONS BY SCOPE

(in metric tons of CO₂e - Scopes 1, 2 and 3 - Worldwide - 2019-2020-2021)
Correspondence GRI4-EN15, GRI4-EN16, GRI4-EN17



GEODIS CO₂e EMISSIONS PER LINE OF BUSINESS

(in metric tons of CO₂e - Scopes 1, 2 and 3 - Worldwide - 2019-2020-2021)

	2019	2020	2021
SCOPE 1			
Corporate & Holdings	263	158	23,926
Distribution & Express	67,869	62,881	64,577
Road Transport	85,566	74,605	75,967
Freight Forwarding	3,222	2,651	8,352
Supply Chain Optimization	75	37	44
Contract Logistics	14,524	11,352	12,541
Contract Logistics US	21,260	15,849	23,075
Total scope 1	192,779	167,534	208,482
SCOPE 2			
Corporate & Holdings	147	44	133
Distribution & Express	2,566	1,751	1,626
Road Transport	10,059	1,371	1,477
Freight Forwarding	11,085	10,175	11,015
Supply Chain Optimization	547	619	483
Contract Logistics	18,970	18,422	19,261
Contract Logistics US	48,951	47,350	50,106
Total scope 2	92,325	79,732	84,101
SCOPE 3			
Subcontracted air transport	2,134,781	1,623,524	1,780,680
Subcontracted rail transport	56,713	71,254	110,971
Subcontracted ocean transport	1,372,246	1,148,399	1,309,645
Subcontracted road transport	1,378,005	1,291,096	1,530,810
Others	78,906	58,950	32,609
Total scope 3	5,020,653	4,193,222	4,764,715



GEODIS Air Freight
CO₂e emissions in 2021
have been included
in the Corporate
& Holdings total

SCOPE 1: direct emissions from stationary or mobile sources (gas or fuel).

SCOPE 2: indirect emissions associated with electricity production.

SCOPE 3: all indirect emissions (not included in scope 1 and 2) that occur in the value chain.

KEY CSR INDICATORS

GEODIS 2021 44-45

EVOLUTION OF GEODIS CO₂e EMISSIONS

(in metric tons of CO₂e - Scopes 1, 2 - Worldwide)
Correspondence GRI4-EN15, GRI4-EN16, GRI4-EN17

	2019	2020	2021
SCOPE 1			
France	136,048	121,312	155,107
Europe (outside France)	34,742	29,014	28,043
Rest of the world	21,989	17,207	25,332
Total scope 1	192,779	167,534	208,482
SCOPE 2			
France	3,490	3,083	3,317
Europe (outside France)	26,163	15,960	16,336
Rest of the world	62,672	60,688	64,448
Total scope 2	92,325	79,732	84,101

TONS OF CO₂e
AVOIDED AS
A RESULT OF
ROAD TO RAIL
MODAL SHIFT



EVOLUTION OF GEODIS CO₂e EMISSIONS BY SOURCE

(in metric tons of CO₂e - Scopes 1 and 2 - Worldwide)

	2019	2020	2021
SCOPE 1			
Emissions from gasoil consumption	155,261	137,239	143,912
Emissions from kerosene consumption	-	-	23,829
Emissions from natural gas consumption from the heating of buildings	26,674	22,757	31,133
Emissions from gas consumption from materials handling vehicles	7,341	3,593	5,240
Emissions from gas consumption from vehicles	3,503	3,944	4,368
Total scope 1	192,779	167,534	208,482
SCOPE 2			
Emissions from consumption of electricity	92,325	79,732	84,101
Total scope 2	92,325	79,732	84,101

* Scope 1: direct emissions from stationary or mobile sources (gas or fuel)
Scope 2: indirect emissions associated with electricity production

ANNUAL TRUCK FUEL CONSUMPTION PER LINE OF BUSINESS

(in million of liters) Correspondence GRI4-EN3

	2019	2020	2021
Contract Logistics	2.1	0.7	0.7
Distribution & Express	24.9	23.6	24.2
Freight Forwarding	0.1	0.2	0.2
Sealogis	-	-	1.5
Road Transport	31.7	27.5	27.9
Total worldwide	58.8	52.1	54.5

EVOLUTION OF THE GEODIS' VEHICLE FLEET WORLDWIDE

(number of vehicles)

	2019	2020	2021	Breakdown in 2021
Euro 0-1-2-3-4	131	114	96	3%
Euro 5	559	305	230	7%
Euro 6	3,014	2,858	2,922	87%
Clean vehicles (electric and natural gas vehicles)	80	80	104	3%
Total	3,784	3,357	3,352	100%

ELECTRICITY CONSUMPTION OF GROUP BUILDINGS

ELECTRICITY CONSUMPTION OF GROUP BUILDINGS

(in GWh - Worldwide)

2019	2020	2021
236	209	221

ELECTRICITY CONSUMPTION OF THE CONTRACT LOGISTICS LINE OF BUSINESS

(in KWh / sqm)

	2020	2021
FRANCE	27.79	29.99
EUROPE (OUTSIDE FRANCE)	24.44	24.38
USA	29.46	29.78

- Excluding sites opened or closed during the year
- Excluding sites with no energy and/or surface reported

TOTAL PRODUCTION OF RENEWABLE ENERGY IN 2021

190,643 kWh

TOTAL PURCHASE OF RENEWABLE ENERGY IN 2021

10,894 MWh

48%
OF THE SURFACES
EQUIPPED WITH
LED IN 2021

66.79%

Estimated share of non-hazardous waste generated by GEODIS activity and recovered in 2021 (Worldwide)

116,646 tons

Non-hazardous waste produced in 2021 (Worldwide)

KEY CSR INDICATORS

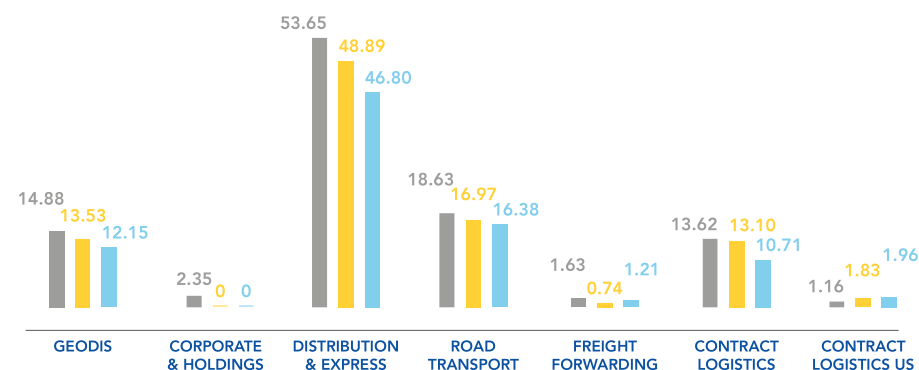
GEODIS 2021 46-47

SOCIAL

● 2019 ● 2020 ● 2021

SAFETY: FREQUENCY RATE OF OCCUPATIONAL ACCIDENTS

(Worldwide) Correspondence GRI4: LA7



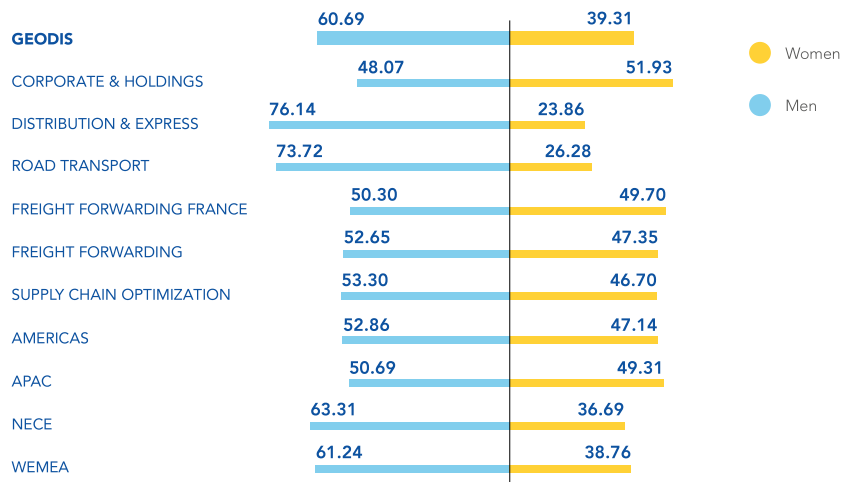
SAFETY: SEVERITY RATE OF OCCUPATIONAL ACCIDENTS

(Worldwide) Correspondence GRI4: LA7



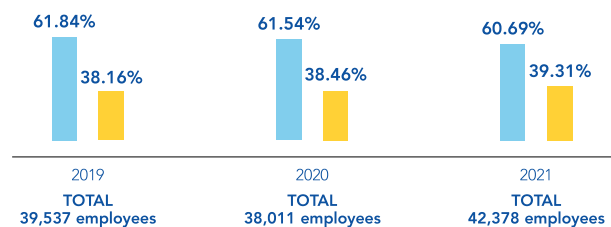
GENDER DISTRIBUTION IN 2021

(as a percentage of FTE – Worldwide)



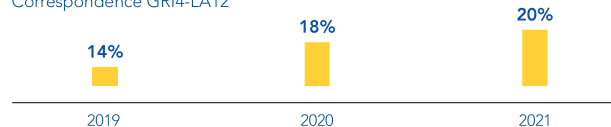
CHANGE IN GROUP GENDER DISTRIBUTION OVER 3 YEARS

Correspondence GRI4-LA12 (as a percentage of FTE – Worldwide)



REPRESENTATION OF WOMEN IN GROUP TOP MANAGEMENT

Correspondence GRI4-LA12



SHARE OF DISABLED WORKERS

(FTE share, full-time equivalent)

	2019	2020	2021
GEODIS	2.61	3.30	3.01
France	4.60	4.81	4.85

NUMBER OF EMPLOYEES AT 31 DEC. 2021

44,434
employees
excluding acquisitions

NUMBER OF HOURS OF TRAINING BY FTE

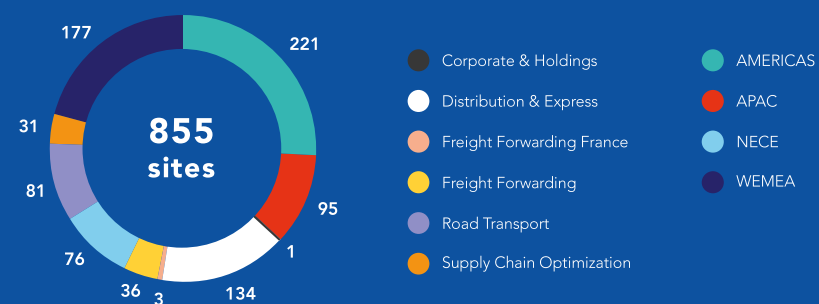
2020
10.07 hours
2021
11.03 hours

KEY CSR INDICATORS

GEODIS 2021 48-49

GOVERNANCE

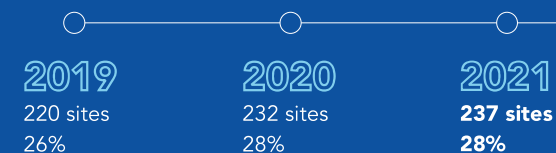
TOTAL GEODIS SITES – 2021



EVOLUTION OF GEODIS' SITES CERTIFICATIONS

	2019	2020	2021
Total number of sites	841	813	855
ISO 9001 certified	565	536	524
ISO 14001 certified	296	302	295
ISO 45001 certified	234	235	243

TRIPLE QSE CERTIFICATIONS (total number of sites)



2021 CERTIFICATIONS

(number of certified sites)

	Total number of sites	ISO 9001	ISO 14001	ISO 45001	TAPA	AEO	ISO 22000	ISO 13485	ISO 50001	SQAS	BREEAM
GEODIS	855	524	295	243	19	276	11	3	3	16	4
AMERICAS	221	52	37	37	3	0	0	3	0	0	0
APAC	95	82	76	74	6	16	0	0	0	0	0
Corporate & Holdings	1	0	0	0	0	0	0	0	0	0	0
Distribution & Express	134	110	34	24	0	85	0	0	0	0	0
Freight Forwarding France	3	3	3	3	0	3	0	0	0	0	0
Freight Forwarding	36	6	0	0	0	35	0	0	0	0	0
NECE	76	66	64	61	6	48	4	0	3	0	0
Road Transport	81	70	17	2	0	14	0	0	0	16	0
Supply Chain Optimization	31	16	6	1	0	0	1	0	0	0	0
WEMEA	177	119	58	41	4	75	6	0	0	0	4

ISO 9001: quality,
ISO 14001: environment,
ISO 45001: safety,
TAPA (Transported Asset Protection Association): cargo security,
AEO (Authorized Economic Operator): customs formalities,
ISO 22000: food safety,
ISO 13485: medical devices, quality management systems, requirements for regulatory purposes,
ISO 50001: energy management,
SQAS (Safety and Quality Assessment Series): quality and safety in the chemical sector,
BREEAM (Building Research Establishment Environmental Assessment): environmental performance of buildings.

REPORT SCOPE

The information contained in this report concerns 2021 and the first quarter of 2022. The auditor EY has conducted an independent review of a selection of key CSR indicators for GEODIS in 2021. Non-financial reporting indicators do not include PEKAES but revenue data includes PEKAES, beginning February 2021 (11 of 12 months). Details on the methodologies used (scope, data collection and consolidation, choice of indicators, methodological limits, monitoring and verification of indicators) are available on geodis.com under the CSR section together with the moderate assurance report issued by EY.

ACKNOWLEDGMENTS

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PHOTO CREDITS

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